



Capabilities Awareness Profile[®]

Our goal at Legasus Group is to provide the family-owned businesses we serve with the best resources to enhance their success. Our experience has shown that developing future leaders and managers is an important, but often overlooked, responsibility of today's leaders. A first step in this development is to gain a reliable assessment of an employee's beliefs in their abilities.

Research has clearly shown that a person's belief in their abilities is a better predictor of behavior and performance than actual abilities. The Capabilities Awareness Profile[®] ("CAP[®]"), created by Legasus Family Business Consultant Dr. John Simmering and Dr. Larry Hays after a decade of research, allows us to effectively measure this belief in abilities.

Dr. Simmering brought with him to Legasus Group his extensive knowledge of the CAP[®]. He has integrated this tool with Legasus' vision of helping our clients rediscover the creativity and competence that lies within every family-owned business. The CAP[®] measures several areas including interpersonal skills, job effectiveness, and individual strengths.

The assessment can be completed on-line and usually takes less than one-half hour to complete. The results of the assessment are tabulated and presented in a simple one-page format that demonstrates your personal growth profile. A certified Legasus consultant will review your profile with you and provide supplemental reference materials. You'll have an opportunity to gain an awareness of your strengths and areas for future development and growth.